

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL



The "Original 4-Year Degree"

1941 - 2003

62 Years of Registered Apprenticeship in Washington State

Web Site: <http://www.LNI.wa.gov/scs/apprenticeship>

**Presented to the Director of the
Department of Labor and Industries**

April 2003

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Paul Trause, Director
Department of Labor and Industries
PO Box 44001
Olympia, Washington 98504-4001

Dear Mr. Trause:

I am pleased to submit the 2003 Annual Report on behalf of the Washington State Apprenticeship and Training Council. This report includes statistical data, program activities, mission, and vision. Apprenticeship in the State of Washington continues to expand. We currently have over 13,000 apprentices and that number will continue to increase.

As the number of apprentices increases, our obligation to provide training that culminates in a "living wage" career is a welcome burden that is carried by the partnerships between labor, management, government, the educational community, and other community organizations. Apprenticeship offers the greatest opportunity for training a skilled workforce ensuring that there is always a supply of trained, skilled and capable workers available to meet labor market demands. The department's participation at job fairs in conjunction with our quarterly council meetings continues to spread the word about the "Original 4-Year Degree". By supporting programs that promote apprenticeship, including the 5th Annual Construction Apprenticeship Academy and various job fairs, we can guarantee the future of apprenticeship in our state. The success of these programs requires the continued support of government agencies and the apprenticeship community.

Apprenticeship has proven itself to be a flexible system that can effectively adapt to change. Recently we have seen the introduction of new and emerging apprenticeship programs. Careers in childcare, optometry, and public service administrative fields are now registered apprenticeship programs. The Washington State Apprenticeship and Training Council is committed to assisting in processes that bring organizations together for the benefit of the system. We are also committed to overseeing the welfare of the individual registered apprentice.

The upcoming year has challenges for our state and our nation. We look forward to providing guidance and support in meeting those challenges. The council's goals for 2003 are to continue to expand the apprenticeship opportunities for apprentices and the program sponsors, and to actively recruit new employers and industries into the apprenticeship system.

Sincerely,

LaFrank Newell, Chair
Washington State Apprenticeship and Training Council

COUNCIL MEMBERS

Employer Members

Melinda Nichols
Jesse Lill (through October 2002)
Reginald Kaiser (effective October 2002)
LaFrank Newell, (Chair)

Public Member

Susan W. Crane

Employee Members

Lawrence Crow (Vice-Chair)
Al Link
Karen Carter

Ex Officio Members

Ellen O'Brien Saunders, Executive Director
Washington State Workforce Training & Education
Coordinating Board
Sylvia Mundy, Commissioner
Employment Security Department
Earl Hale, Executive Director
Washington State Board for Community &
Technical Colleges
Anne Wetmore, Washington State Director
US Department of Labor, Office of
Apprenticeship Training ATELS

APPRENTICESHIP PROGRAM STAFF

- Secretary to the Council Patrick Woods
- Apprenticeship Program Manager Nancy J. Mason
- Apprenticeship Coordinator 2 Bill Chrisman (through February 2002)
- Recording Secretary Su Anne Pettit
- Assigned Assistant Attorney General Leslie Johnson
for the Council Steve Nash
- Assigned Assistant Attorney General Suchi Sharma/Judie Warner
for the Department
- Central Office Staff Larry Whalen
Michael Thurman
Deahanna Hernandez

LABOR AND INDUSTRIES' APPRENTICESHIP COORDINATORS

Region 1 - Snohomish, Skagit, Whatcom, Island, and San Juan counties	Bill Chrisman (effective February 1, 2002)
Region 2 - King County	John "Jack" Wojtanowicz (through December 2002) Sandra Husband
Region 3 - Pierce, Kitsap, Clallam, and Jefferson counties	Pam Doss
Region 4 - Longview Office - Wahkiakum, Cowlitz, Clark, and Skamania counties, and the southern part of Pacific County	Ed Madden
Region 4 - Tumwater Office - Grays Harbor, Mason, Thurston, and Lewis counties, and the northern part of Pacific County	Alice Curtis
Region 5 - Central Washington - Okanogan, Douglas, Chelan, Grant, Kittitas, Yakima, Klickitat, Benton, Franklin, Walla Walla, Columbia, Garfield, and Asotin counties	Marcia Brown
Region 6 - Eastern Washington - Ferry, Stevens, Pend Oreille, Lincoln, Spokane, Adams, and Whitman counties	Evie Lawry

MISSION

The Washington State Apprenticeship and Training Council and the Department of Labor and Industries promote a highly skilled and diverse workforce by developing and supporting apprenticeship training programs throughout the state. This work is carried out under the authority of Chapter 49.04 RCW, in partnership with business, labor, government, and education.

VISION

The people of Washington State understand and value the role of apprenticeship in promoting a highly skilled and diverse workforce. Individuals interested in apprenticeship have equal opportunity to participate in these training programs.

VALUES

The Washington State Apprenticeship and Training Council:

- ❶ Believes that apprenticeship produces highly skilled workers and contributes to the economic vitality of the state.
- ❷ Establishes policy and makes decisions in an open, collaborative manner with equal input and representation from business and labor.
- ❸ Ensures that all who are interested have access to information about apprenticeship programs and equal opportunity to participate in them.
- ❹ Supports diversity of thought, ideas and people in the apprenticeship community.
- ❺ Communicates with all apprenticeship stakeholders in a consistent, open and fair manner.
- ❻ Views the safety, health and education of all apprentices as a paramount concern.
- ❼ Regularly evaluates customer needs to ensure that the quality and relevance of apprenticeship training remain high.
- ❽ Assesses the potential for apprenticeship opportunities in new and emerging occupations and technologies.

APPRENTICESHIP OVERVIEW

Apprenticeship combines classroom studies with on-the-job training under the supervision of a journey-level craft person or trade professional. Apprenticeship programs are a proven success in Washington. They offer key benefits not normally found in other education and job-training programs. Apprentices learn a skill that leads to a lifetime career and they earn while they learn. Apprenticeship prepares individuals for work in more than 100 occupations across the state.

Over six decades ago, the Washington State Legislature established the Washington State Apprenticeship and Training Council to oversee apprenticeship. By law, the council approves formation of apprenticeship training committees in cities or trade areas and approves standards by which local programs operate. Committee-sponsored programs are typically funded and administered together by representatives of employers and employees. The key indicators of an effective program are:

- ❶ The ratio between apprentices and journey-level supervisors (low ratios indicate greater attention to on-the-job skill development).
- ❷ Commitment of the apprenticeship committee to diversity, availability of pre-apprenticeship orientation and training, and quality classroom trainers.

"Plant" apprenticeship programs are developed for a specific occupation at a particular employer's work site.

KEY EVENTS IN 2002

We received a grant for \$50,000 from Wisconsin that will be utilized in the health care profession in Pierce County.

The new reciprocity agreement between Washington, Idaho, Oregon, and Montana was signed in October 2002 and sent it back to Oregon for forwarding to Idaho and Montana for signatures. Suchi Sharma (Legal Sufficiency), Gary Moore (former Director of Labor and Industries), and LaFrank Newell (Chairman, WSATC) signed the agreement.

HB2304 draft report from the council to the Legislature was completed at the October 2002 WSATC quarterly meeting. It presently awaits the WSATC Secretary's approval as to which way to move forward.

The NIOSH A&T project has been completed and the final project report is not out as of yet.

The new Standards Format (Council Policy Boilerplate) was initially approved by the council in June 2002. The new standards format was again reviewed after the July council meeting, changes were made, and the final version of the format was approved and sent out on September 18, 2002. Three sets of standards have been changed to the new format and the revised standards from the July council meeting will be put into the new format as soon as possible. The goal is to have all programs converted to the new format within one year. Additionally, we are still working with the State of Oregon to have a similar format with the goal of having the councils from both states simultaneously approving reciprocal standards.

We are in the process of updating various apprenticeship forms due to the new WAC, RCW, and the standards format. The Apprenticeship Registration Cards (to include the OJT card) and the Apprentice Transfer Card have been updated and are available online to the programs. This does away with the 5x8 cards that we have been using since 1939. The initial reaction to these new forms has been very positive.

The 5th Annual Construction Apprenticeship Academy: In the spirit of cooperation and cost savings, the Apprenticeship Section agreed to assist the Northwest Laborers Apprenticeship Committee in advertising the three one-week sessions (June 23 - June 28, July 14 - July 19, and July 21 - July 26) and then in the selection and scheduling of applicants for these sessions. 5 educators and 40 students/applicants attended the sessions.

The new WAC 296-05 became effective January 17, 2002, and the revision to WAC 296-05 became effective June 1, 2002. Electronic versions of the WAC are available on the Apprenticeship web site and the Code Reviser's web site.

Approximately 200 copies of an interactive CD-ROM and 200 copies of a video on Registered Apprenticeship were received on behalf of the Office of Apprenticeship Training, Employer and Labor Services. Additionally, a few hundred brochures (both English and Spanish versions) on Registered Apprenticeship were also received. The

CD's and the videos are being sent to various educators, vocational counselors and other individuals who inform individuals of apprenticeship opportunities.

Employment Security Department and the Department of Labor and Industries continue to work together on the online apprenticeship web site. Persons interested in apprenticeship programs are able to access information on various apprenticeship programs through this site and send notices of interest to the participating programs. Visit the WorkSource Washington Apprenticeship web site at:
<http://apprenticeship.wa.gov>.

The Registered Apprenticeship catalog was again printed in June 2002 with a total of 20,000 copies. Approximately 60 percent of these books were given out from July - December 2002. The catalog has continued to be a proven success with individuals interested in getting into apprenticeship programs and with both school counselors and private-sector counselors. The catalog is available on the apprenticeship web site and updated as needed. Additionally, other apprenticeship-related documents continue to be placed on the apprenticeship web site as time permits to include WSATC quarterly meeting agendas and minutes.

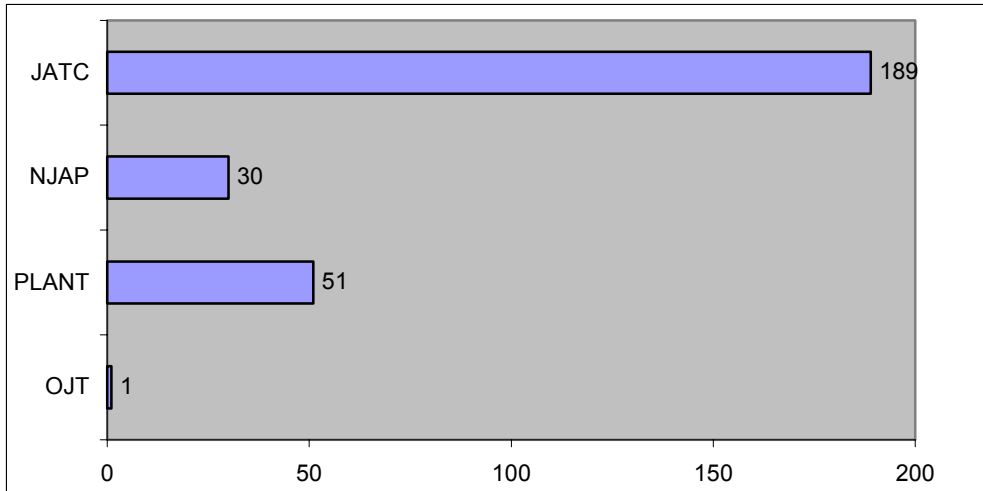
The upgrade of the Apprenticeship Registration and Tracking Systems (ARTS), which began in November 2001, continues through 2003. The current completion date is June 30, 2003. Michael Thurman and Larry Whalen are the primary personnel from Apprenticeship working with Tom Creasia from Information Services, and Sergei Sheinblum and Brett Brewer from Brewer Consulting.

Bill Chrisman moved to the Apprenticeship Office in Mount Vernon as the Apprenticeship Coordinator 1 for Region 1. He is replacing Ernie Bennett who retired December 31, 2001.

Deahanna Hernandez continues to input the information on apprentices registered prior to 1992 into the ARTS database. There are currently about 50,000 names to be entered, which include both completed and canceled apprentices. The goal is to get all the completed names into the current ARTS system prior to the switchover to the new ARTS system.

SUMMARY OF APPRENTICESHIP DATA

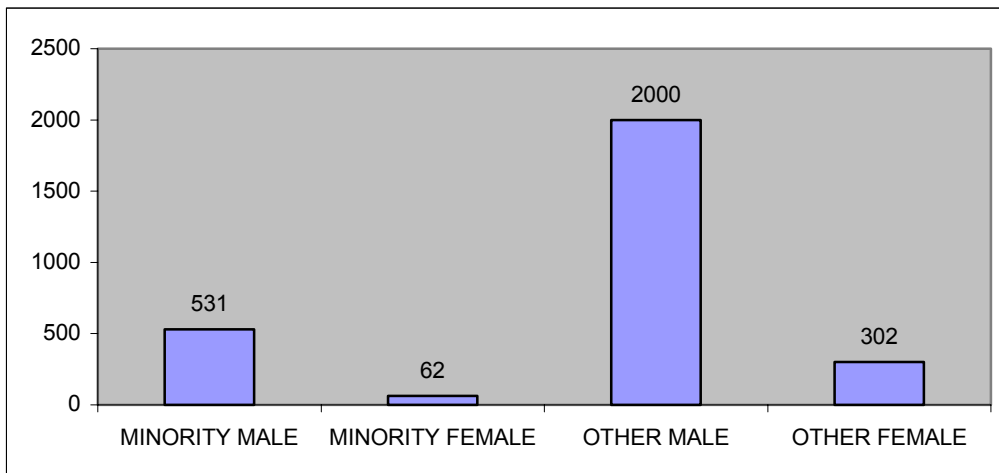
Table 1. Number of Active Apprenticeship Programs in 2002



Note: (OJT - On-The-Job Training; NJAP - Non-Joint Apprenticeship Programs; JATC - Joint Apprenticeship and Training Committee)

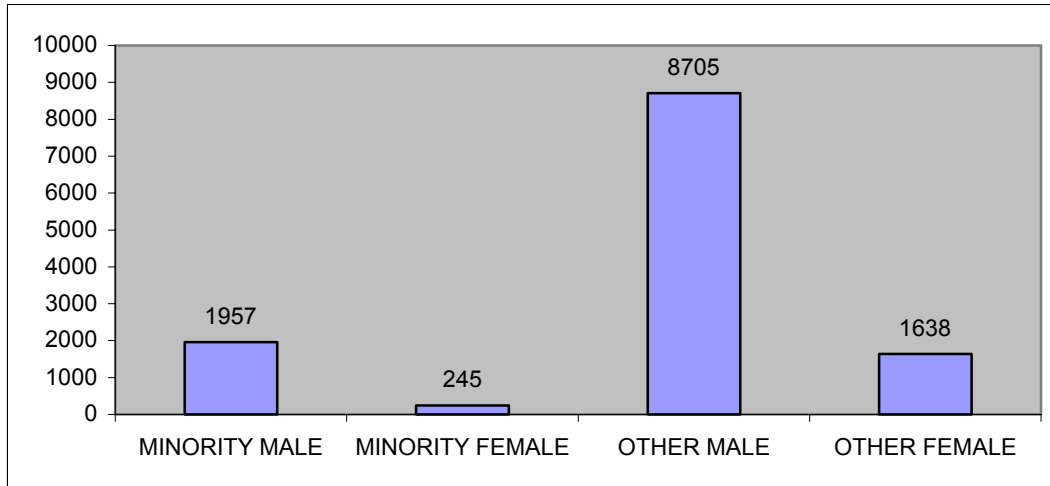
- A total of 271 programs were active in 2002
- 6 new committees were approved with 8 occupations
- 6 new programs were approved with 6 occupations
- 3 new trades were added to 3 existing programs

Table 2. Apprentices Registered in 2002



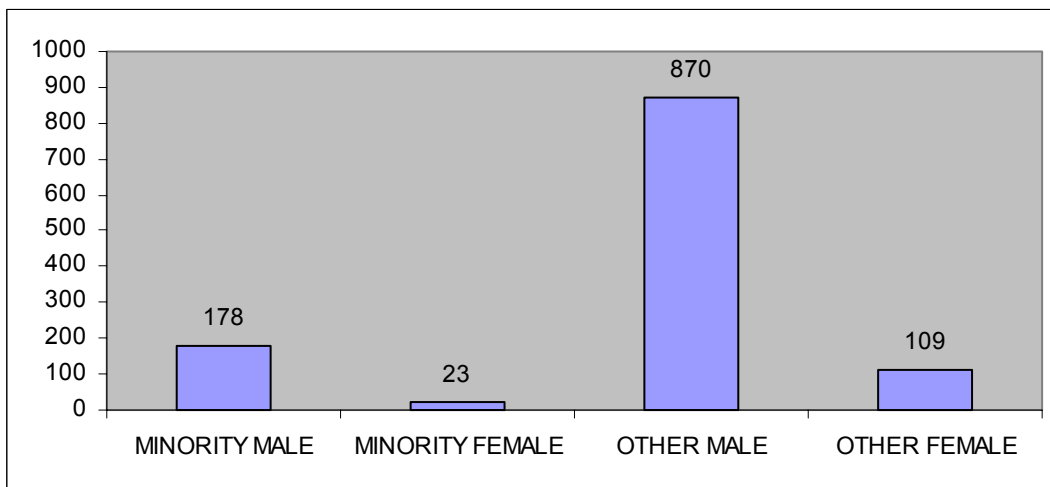
Note: A total of 2,895 individuals were registered in 2002

Table 3. Active Apprentices in 2002



Note: There were a total of 12,545 active apprentices in 2002

Table 4. Apprentices Receiving Apprenticeship Certificates in 2002



Note: A total of 1,180 apprentices received apprenticeship certificates in 2002

2002 APPRENTICESHIP COMPLETIONS

More Than 100 Completions

205	Construction Electrician
112	Carpenter

50 to 99 Completions

78	Laborer
59	Sheet Metal Worker

25 to 49 Completions

47	Ironworker
43	Gypsum Drywall System Installer/Residential
31	Child Care Assistant/Associate I
29	Construction Lineman
29	Corrections Officer
27	Roofer

10 to 24 Completions

23	Fire Fighter
23	Painter and Decorator
23	Plumber
22	Child Care Site Coordinator/Associate II
20	Commercial Glazier
20	Tree Trimmer
18	Cement Mason
18	Machinist
18	Refrigeration Mechanic
17	Brick Layer
16	Acoustical Applicator
16	Asbestos Worker
15	Lineman
15	Sprinkler Fitter
11	Low Energy/Sound and Communication
10	Construction Equipment Operator
10	Meatcutter, Retail
10	Pointer/Cleaner/Caulker
10	Water Pipe Worker

5 to 9 Completions

9	Carpenter, Piledriver
9	Residential Wireman
8	Instructional Assistant
8	Steamfitter
8	Tilelayer
7	Drywall Finisher

7	Pipefitter
6	Electrician Constructor
6	Potable Water Supply & Service Worker
6	Sheet Metal Service Technician
5	Carpet/Linoleum/Resilient Tile
5	Cosmetologist
5	Maintenance Lineman
5	Marble Setter
5	Plasterer
5	Residential Sheet Metal Worker
5	Sound Communication & Electronic Control

Under 5 Completions

4	Automotive Machinist (Automotive Repair Shop)
4	Boilermaker (Field Construction & Repair)
4	Cable Splicer
4	Cement Finishers
4	Industrial Millwright
4	Maintenance Machinist (ID 235)
4	Residential Glazier
4	Wire Electrician
3	Boilermaker
3	Industrial Maintenance Mechanic
3	Insulation Applicator
3	Mill & Cabinet Maker
3	Millwright
3	Residential Carpenter
3	School Secretary
3	Tool and Die Maker
2	Heavy Duty Repairman Mechanic (ID 069)
2	Heavy Duty Repairman Mechanic (ID 111)
2	Industrial Maintenance Electrician
2	Industrial Maintenance Mechanic/Repairer
2	Lather
2	Traffic Control Painter
1	Administrative Clerk
1	Automotive Technician
1	Drywall/Metal Stud/Acoustical/Ceiling Applicator
1	Environmental Control Painter
1	Environmental Control Systems Craft Worker
1	Exterior-Interior Specialist
1	Fire/Medic
1	Housing Plumber
1	Hydro Wireman
1	Industrial Maintenance Electrician/Electronics
1	Industrial Pipefitter
1	Industrial Refrigeration Technician
1	Laborer (City of Seattle)
1	Line Electrician
1	Machinist (Aircraft Oriented)

1	Maintenance Machinist (Aircraft Oriented)
1	Maintenance Machinist (ID 062)
1	Meter Technician
1	Meterman
1	Model Maker
1	NC Spar Mill Operator
1	Outside Electrician
1	Stationary Engineer
1	Substation Wireman
1	Tool and Cutter Grinder
1	Utility Wireman

FOR MORE INFORMATION

Apprenticeship Program
Department of Labor and Industries
PO Box 44530
Olympia, WA 98504-4530
Phone: 360-902-5320 Fax: 360-902-4248
Web site: <http://www.LNI.wa.gov/scs/apprenticeship>

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